

<p style="text-align: center;">DCFS Advisory Board Meeting Minutes November 03, 2005</p>
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Board Members

Present: Consevella James; Dana McClain; David Tindall; Dean Burbank; Howard Turney; Dr. Jerry Jones; Rep. Johnny Key; Judge Joyce Warren; June Simpson; Dr. Karen Worley; Lisa McGee; Mona Davis; Rich Huddleston; Rose Bates; Sherri Jo McLemore

Board Members

Absent: Amber Reichard; Dr. Benny Gooden; Bruce Cohen; Carla Reyes; Claudette Zuber; Connie Hickman Tanner; Jerry Walsh; Rev. John Smith; Rep. Joyce Dees; Naomi Camyn; Paul Kelly; Ray Scott; Rose Warfield-McGill; Sherry Mangrum; Stephanie Hammett

DCFS/DHHS

Members Present: Roy Kindle; Billye Burke; Bob Sebourn; Cecile Blucker; Christina Lynn; Debbie Shiell; Julie Munsell; Larry Stricklen; Megon Bush; Janie Huddleston; Kim Alexander; Miranda Raines; Pat Page; Rosemary White; Tonya Tackett

Others Present: Charlotte Tubbs

Introductions

Mr. Kindle welcomed all Board Members present and asked everyone to introduce themselves. New Board Members present were welcomed at this time: Mr. David Tindall and Mr. Dean Burbank.

Review of Minutes

Ms. Page asked if Board Members had reviewed minutes of the previous meeting and called for questions. Minutes were approved as written.

Review of Staffing Trends

Mr. Kindle said that DCFS is addressing the staffing needs by working with Human Resources and meeting with colleges and universities around the state. Mr. Stricklen stated that working with the placement and stipend coordinators, they have found that the type of persons that DCFS is interested in hiring are also sought after by private industries. This will call for the use of recruitment tools that will give us the competitive edge. Paid internships, co-ops, and the use of debt forgiveness tools are possibilities that will enhance this process of recruitment. It is also a consideration that a class be held for recruitment purposes that would allow credits to be earned for participation. Our IV-E partners have shown support in assisting us in expanding our stipend program and utilizing new methods of funding. Recruitment and retention methods and enhanced supervisory review skills are being utilized.

A meeting for Pulaski County workers to show appreciation proved to be motivational. Training programs for recruits not already in the field of social work will bar none. Support will continue to be shown to existing employees by the addition of new workers.

A handout outlining the staffing trends was distributed and Mr. Kindle reviewed the contents with the Board. Rich Huddleston asked for a report to show the total number of vacancies rather than on a percentage basis, and it was agreed that such a format would be worked on. Ms. James asked about the impact of the rise in new hire salaries on current salary levels of existing employees. Mr. Kindle said that the existing employees have had their salaries adjusted to prevent a disparity with the newer workers being hired.

Update on Implementation of Plans

Ms. White said that there has been an implementation of plans affecting short-term, long-term and statewide staffing. Special services positions currently filled include two transportation aides. Tonya Tackett, the new Area Manager for Area 6, was introduced. Ms. White said that Tonya's efforts in calling regular organizational meetings were a bonus to that area's productivity. New equipment (e.g. cell phones, car seats) is being received in the area offices. There is a 90.37% completion rate of the Supervisory Review Tool. Recruitment for foster homes continues. An article was distributed regarding Cleburne County.

Ms. Page said that mentoring of supervisors has been a useful method of showing support. Job fairs and classes will become available on the shared drive server. Supervisor training expectations are being reviewed, and COA final accreditation reports are being received. The Behavioral Health Single Point of Entry (SPOE) project builds partnerships to secure appropriate mental health services for our children in need.

Financial Status

Ms. Blucker reported that equipment orders are on target and that by the end of next week shipments should be received. There are RFQ's for emergency crisis centers for the addition of emergency beds. There is also an RFP for Senator Steele's bill for workers in the school and a request for reallocation of resources. Financially, DCFS is on track.

Staffing

Ms. White said that Family Service Workers are being promoted to supervisor positions, and training is taking place for these individuals. Mr. Huddleston asked for recruitment materials from DCFS and offered to provide assistance in the recruitment process, and Mr. Stricklen offered to work with him. Representative Keys asked if it was possible to begin recruitment on the high school level, and Mr. Kindle said that it would certainly be an issue to be considered by CQI. Ms. Page said that a loan forgiveness program for Child Welfare workers is being reviewed. Continued efforts to implement reasonable caseloads will allow for greater worker retention. Dr. Jones asked that the message regarding the reasons for entering child welfare as a profession be addressed. He asked if it was possible to obtain motivational research information for the purpose of recruitment campaigns. Mr. Tindall said that meeting needs in a systematic way to meet placement and services for families is important. Mr. Kindle said that there is currently a struggle with FINS issues, and we are currently looking for a better way to deal with that issue, finding the best and most economical way to provide services.

SAMHSA Grant

Ms. Flanigan-Isbell was not available to discuss this topic, and it will be addressed at the next meeting.

Garrett's Law

Ms. Burke said that the system of reporting prenatal exposure to illegal substances as a form of abuse and neglect is now six months in the process. Reporting issues that have come up in the implementation of the new system have been worked out. The clarification of who could report has been established, and the system is moving smoothly. Monthly reports indicate 181 incidents since the law became effective. The most commonly reported substance abused is marijuana, then cocaine. Effects were varied and include respiratory problems as the most common health effect. Out of the reports founded so far, 92% caused cases to be open and about a third of these children are in foster care. Exposure to substances in child maltreatment

reporting includes categories in addition to Garrett's law. Dr. Jones asked if there were any positive information available due to the reporting under this law. Ms. Burke said that HZA could be asked to track outcomes to reporting further down the road. Ms. McGee asked about the geographic distribution of the reporting. Ms. Burke said that it appeared to evenly wide spread. The county of residence is logged in regardless of county the child is born so that the incident reporting goes to the county of residence.

Set Next Meeting

The next meeting will be held on Wednesday , February 15, 2006 at 10:00 a.m., Donaghey Plaza South, Conference Room B on the first floor, 7th & Main St., Little Rock.

**DCFS Advisory Board
Action Item List**

- 1) Arrange for presentation on SAMHSA Grant
- 2) Presentation on IDEA
- 3) Report to show number of vacancies